

informer

Capilano College Board Passes Equity Policy

On October 17, 1995, the College Board passed the Capilano College Employment Equity Policy. The wording of this policy is as follows:

"Capilano College supports the concept of employment equity.

The goals are: to ensure access to equal opportunity in terms of hiring and promotion; to make such reasonable accommodation as will ensure an open workplace and a diverse workforce; to affirm or establish processes and policies which comply with the federal Employment Equity Act.

These processes and policies will be developed using the Capilano College collegial model and will be consistent with that model."

The current Equity Committee would like to thank **Rosalie Hawrylko**, who worked on the establishment of an equity policy at the College for several years, and spoke to the rationale and need for such a policy before the Human Resources Management Committee of the College Board in September 1995.

Now that the policy is in place, the Equity Committee is working on implementation plans. First, it will distribute a brochure to all staff and faculty. It includes the College's equity policy,

provides a history of equity legislation in Canada, and outlines myths and realities regarding the concept of equity.

The Committee is also currently working

a snapshot of the College regarding the employment situation of the four equity groups (women, visible minorities, persons with disabilities, and First Nations people).

In addition, there will be a few questions touching on multiculturalism, as not all cultural distinctions are "visible." Multiculturalism BC has provided a grant to cover printing and distribution of the questionnaire, as well as a consultant to help design it and write a report based on the replies.

When the results of the survey are available, they will be published and their implications discussed at a College forum. The Equity Committee will

then make recommendations to the College regarding implementation of the policy.

If you have any questions, please contact one of the Committee members: **Gordon Bailey, Annette Lorek (Chair), Ethelyn McInnes-Rankin, Dahla McKenna (student), John Potts, Cindy Rogers, Ruth Scheuing, Peggy Shannon, Jen Tray (student), or Lian Zhang.** The Committee would like to extend an open invitation to any OTEU members who would like to join them. Please call **Annette Lorek** at local 2143.



on a questionnaire, which will be distributed to all College employees and students. This survey will be anonymous and confidential, and all results will be aggregated, so that no one individual can be identified by their replies. Care will be taken to use the wording and categories used by Statistics Canada in the questions, as this will provide consistency in comparing the results of our survey with the community at large. Details of questionnaire distribution and collection have not yet been finalized.

The returned questionnaires will provide

Calendar of Events

Concerts:

January 29 through April 10

The Jazz Studies program will be holding a series of noon and evening performances in Fir building, room 113. Please check the Daily News for dates and times.

Tuesday, February 27

Faculty and Guest Recital

1 to 2 p.m., Fir building, room 113

Thursday, March 28

Alumni Recital

1 to 2 p.m., Fir building, room 113

Information Forum:

Thursday, February 29

9 to 11 a.m., Library building, room 322

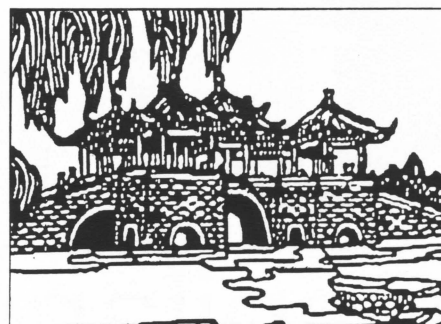
For all staff members interested in learning about the functions that are being tested and the new procedures being developed as a result of the implementation of the Finance module of "Colleague."

Mary Catherine Paterson Memorial Lecture:

Thursday, March 7 (free)

7:30 p.m., Capilano College Lecture Theatre, Cedar building, room 148

Professor Andrea Lebowitz, associate dean of Arts and associate professor of English and Women's Studies at Simon Fraser University, will explore the way in which drawing and writing go together and complement each other in the observation of nature.



Fourth Annual Capilano College China Summer School

May 23 to June 14, 1996

Three-week intensive Chinese Mandarin Program in Suzhou, China.

Cost: \$2,500 includes: airfare, tuition, all meals, accommodation and local Suzhou tours.

Optional trips to Hangzhou, Shanghai and Nanjing. Pick up a brochure from Humanities Division, Fir building, room 404, or contact **Billie Ng** at local 2423.

Manning Award Offered for Innovation

The Manning Awards, with a \$100,000 annual prize to the top Canadian innovator, is accepting nominations until March 1, 1996. Any Canadian who has created a new concept, process, or product benefitting Canadian society can be nominated for a Manning Award. Innovations may be in any area of human endeavour.

The Manning Awards consist of a Principal Award of \$100,000, a \$25,000 Award of Distinction, and two \$5,000 Innovations Awards. Winners are chosen through a nationwide competition.

To receive a nomination form or for more information, visit the Internet site at <http://www.manningawards.ca>, or write: The Manning Awards, 3900, 421 - Seventh Ave., S.W., Calgary, Alberta, T2P 4K9. The telephone number is (403) 266-7571, or fax: (403) 266-8154.

The Manning Awards have been

recognizing Canadian innovation for more than 14 years. Ideas big and small have been rewarded — an enormously complex blood test for certain types of cancer was invented by a Canadian, as was an elegantly simple solar heating system. The Ernest C. Manning Awards Foundation is a not-for-profit organization intended to encourage world-class Canadian innovation. The Manning Awards are privately financed through contributions from the corporate sector and individuals.

And the Winner Was . . .

The grand prize winner of the United Way draw for a one year free parking space was **Gladys Hindmarch** from English Literature, Humanities. Gladys won the luxury of choosing a designated spot near the building of her choice.

Capilano College Informer

The **Informer** is produced monthly by the Capilano College Public Relations Department. Your submissions are welcome, but please be aware that space limitations may prevent publication. Material may be edited for brevity and clarity. Send all correspondence to:

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Deadline for the March issue:

February 26, 1996

Next issue date is March 15/96

Employee Discount for MBA Program

In April of this year, Nova Southeastern University will be opening their executive MBA program at Capilano College's North Vancouver campus. As a means of gaining some momentum in the Vancouver area, the university will be offering the program at a reduced fee. Instead of costing US\$325 per credit, the course will be offered here at US\$275 per credit. In addition, Capilano College employees will receive a 20 per cent discount. At this rate, College employees would pay US\$688 for three credit courses.

For more information, contact Nova's on-campus liaison, **John Brownlee-Baker**, at local 2742.



A Ride on the Far Side

Join participants of the Sechelt campus Entrepreneurship Tourism program for a guided mountain bike tour on the Sunshine Coast on Saturday, March 9. Discover the trails of Mt. Elphinstone and enjoy an afternoon of fun and sun. The ride is open to cyclists of all skill levels, with one route for novices and one for the more advanced. If you're over the age of 12, this is the ride for you!

Registration is from 12:30 to 1 p.m. at the base of the Sprockids' bike trails.

From the Langdale ferry terminal, follow Highway 101 up to the first road (2 km). Turn right and follow the event signs. Cost is \$5.

This tourism special event is the practical component of the program. It gives the participating entrepreneurs-to-be a hands-on work experience in the development and delivery of a unique community event — from idea inception to wrap up and evaluation.

For more information, contact **Doug Matiation** at 886-7151, or fax 886-3627.

What's New in the Library

New Reference Books:

Canadian Profile: Alcohol, Tobacco, and Other Drugs: 1995

Ref HV 5306 C35 1995

Published by the Canadian Centre for Substance Abuse, this title includes recent statistics on alcohol and substance abuse.

Vancouver Regional District

Ref HA 747 B7 C653

Includes population projections, geographical information, and economic and social statistics.

British Columbia Immigration Highlights

Ref JV 7290 B7 B75

Includes statistics and information on immigrant landings by origin and socio-economic status.

British Columbia Migration Highlights

Ref JV 7290 B7 B752

Includes information and statistics of migration to B.C. from other parts of Canada.

Grade Eleven Students Invited to Experience "College in a Day" at Capilano College

As part of the North Shore Career Expo, the North Vancouver campus of Capilano College will be inviting on March 29 Grade 11 students to visit the campus, meet faculty and learn about College programs.

The event, which is cosponsored by North and West Vancouver School Districts, North Vancouver Chamber of Commerce, Human Resource Development Canada, and the North Shore News, will also involve presentations and displays

by successful College alumni in the Hall of Fame Career Fair. The fair will be held in the Sportsplex and will be open to the public from 9:30 a.m. to 7 p.m.

Many thanks to the faculty members who have offered to hold presentations in their departments. For more information, or to sign up your department, please call **Ryan Mullins**, event coordinator, at local 2286.



College Choir and Singers in Demand

Capilano College Singers have a busy spring! On March 8, they have been asked by the Squamish Performing Arts Society to make a return engagement after last year's successful concert.

Capilano College Community Choir and Capilano College Singers (pictured above), along with members of the CBC and Vancouver Opera Orchestras, will perform Vivaldi's "Gloria," on

Sunday, March 31, 3 p.m., at the Centennial Theatre in North Vancouver. **Lars Kaario** will be conducting. Cecilia Ensemble, the College's women's choir, will also perform an all Canadian program featuring a commissioned work by **Sherilyn Fritz**.

On April 19 and 20, Capilano College Singers have been invited to be the showcase choir at the Nelson

Music Festival, where they will give the opening night concert and a workshop the following morning.

From May 14 to 21, the choir will perform in Montreal and attend the Association of Canadian Choral Conductors' National Symposium in Quebec City. The Capilano College Singers have been invited to attend and will be the only choir from western Canada.

The Capilano College Community Music School Presents:

Strings Play In

Our "Strings for Young Children" and "Jr. Strings Program" will be hosting a "Play In" on February 17 at St. Catherine's Anglican Church in Edgemont Village. Students from three to 18 years of age will be joining us from music schools at Douglas College and from the Sunshine Coast. This will be an entertaining musical and social afternoon for students, their families, and the general public.

Pace Piano Ensemble

On March 2, the Pace Group Piano Program is presenting one of its most popular festivals. More than 100 musicians will play ensemble works as a "piano orchestra" on the stage at Centennial Theatre. The students, ranging in age from seven to 18 will play on eight pianos. They will be conducted by Joe Berarducci, a well-known instructor in the North Vancouver school systems and in our

own Music Department. The general public is welcome.

Howard's Pianos of West Vancouver is providing instruments for this event in conjunction with a piano sale on the day at the theatre. Special prices on instruments are available for that day only. For more information, phone Howard's Pianos at 926-1828.

If you are interested in either of these programs or events, please call **Kristi Lind** at local 2902.

What a Team!



Jann Gibbs, PCAD coordinator for Health Programs, and her husband, Lock, waltzed their way into the finals of their first-ever dance competition. The prestigious Snowball Dance Contest was held at the Vancouver Hotel on January 27, 1996, and featured international world-class competitors.

"I'm very shy," Jann said, "so to even enter this type of competition was a really big accomplishment."

No one would argue with that. Congratulations to the talented finalists!

On a Personnel Note

It's been another busy month! **Carmen Orton** has accepted the TFT admission/registration assistant II position in Registration and **Jane Campbell** is temporarily assuming the duties of word processing operator II in the Word Processing Centre. **Kathy Chute** won the TFT divisional assistant position in ABE while **Sheila Drzazgowski** is away on leave. **Christine Craft** is the TFT clerk typist III in Resource Development, replacing **Katherine Currie**, who is working as the TPT library assistant I. **John Dowler** is the new RPT program assistant in the Sportsplex, replacing

Wendy Weberg. **Kelly Langer** is going to be filling the TFT financial aid assistant position while **Zulekha Pirani** is on leave. **Wendy Dansie** is going to be the new TFT word processing operator I. **John Hatzitolios** is the TFT bookstore clerk I, replacing **Joan Miniciello**, who has accepted a TPT admissions/registration assistant position. We are currently recruiting for the position of student loans clerk (TPT) and clerk typist in Counselling.

*Submitted by Dale Gagne
Personnel Officer*

ON BOARD

Bill Gibson, vice-president, Academic Affairs at Capilano College, reported on enrolment at the January Board meeting.

He said that student bodies for the current semester had changed very little as compared with the same period in 1995. The number of students served has been maintained, but with fewer resources. There has also been an increase in seat utilization.

An update from the Office of the Registrar at Capilano College, dated January 24, 1996, commented that the head count enrolment across all programs was up by 147 students when compared to the same term in spring '95. The number of full-time and part-time students enrolled in the spring '96 term as of January 24, 1996 was 5,725, compared to 5,578 for the same period last year.

Following is a look at the academic studies enrolment details for the comparable day in the Spring '95 term:

	Spring '96	Spring '95
Year One:	95.8% full	93.0% full
Year Two:	80.3% full	76.7% full
All	91.3% full	88.5% full

The international student head count enrolment, spread across all programs, has increased to a total of 280, compared to 217 in spring '95, and 260 in fall '95. The international students originate from 28 countries, with the largest number of applications and enrolments coming from Japan, Taiwan, Korea, Hong Kong and Iran, in that order.

Staff Career Development

Liz Morton, Chair, Staff Career Development Committee

Spring 1996 Staff Career Development Workshops

The Staff Career Development Committee is pleased to present a new series of Career Development Workshops for 1996. This year's program, focusing on areas that are especially relevant in today's rapidly changing workplace, is offered as a series of one-day workshops in order to accommodate as many staff schedules as possible. Topics have been selected to tie in closely to the College's strategic directions for the future, highlighting cultural diversity, innovation and the newly competitive marketplace for education. By now, all staff should have received a brochure describing the workshops. If you haven't, call **Liz Morton** at local 2907 for a copy. Don't delay — registration is already under way!

The World at Our Doorstep: Cultural Diversity on Campus (Thursday, February 22)

Even if you're not on the "front line" of student services, you will probably find yourself dealing with people from other cultures more frequently during your work day. Find out why this is happening, and learn skills and strategies that will enhance your ability to work with these students.

The morning session will kick off with an overview of issues affecting cultural diversity on campus. **Rorri McBlane**, International Admissions and instructor in Cross Cultural Communication, will lead a panel discussion with College students from other cultures. They will talk about their experiences and impressions of Canada in general and of Capilano College in particular. In the afternoon session you'll join workshop leader **Margot Sutcliffe** to build your "awareness of similarities" — the understanding that everyone shares some things in common while, at the same time, we are all unique.

Innovation in Action: Six Thinking Hats (Wednesday, March 27)

You've probably heard about new initiatives around the College that encourage innovation in both the ways we work as individuals and the services we offer as an institution. The *Six Thinking Hats* are a proven technique for changing the way we think as individuals or groups, which will give you a powerful, simple framework for eliminating muddled thinking and getting past ho-hum ideas. You'll use it to reach highly innovative solutions in situations that you face at work and at home, putting them to immediate use in coming up with more creative ideas, making your meetings more productive, identifying alternatives, stimulating innovation and solving problems more quickly.

Our Future in Education: Responding to a New and Demanding Marketplace (Wednesday, May 27)

The College's Strategic Plan makes a number of references that reflect a changing environment, an unprecedented shift in the business of education.

This one-day workshop will explore the business of education and the role staff will be called upon to play as the College seeks to maintain a competitive edge. You'll talk with senior administration about putting the College's strategic vision into action. You'll hear how the public sector is reflecting the business community's lead in focusing on quality service to its "customers." Our workshop leader will then shed light on ways to earn a reputation for excellence in *every* aspect of our institution. Using examples of highly successful organizations in the private and public sectors, you'll discover how a shift in perspective — from focusing on their products to focusing on their clients — has enabled these institutions and companies to meet their own goals, at all levels of the organization.

Staff are encouraged to attend as many of the workshops as possible — and it's expected that every staff member will have the opportunity to attend at least one. If you haven't sent in your registration form yet, please direct it to **Liz Morton**, c/o Contract & Extension Services, Arbutus Building.

Safer Campus Initiative

As part of the Safer Campus Initiative for all College students and employees, a full schedule of free workshops will be presented, beginning this week. Staff are welcome to participate in sessions that include:

- "Hands Off" Personal Safety for Women
- "Street Smart" Self Defense (for women and men)
- Assertiveness Training for Women
- Conflict Resolution
- Educational Workshop on Dating Violence (for women)
- "Unlearning Homophobia"
- "Don't Drive on Slick Tires": a workshop for students with disabilities.

The Safer Campus Initiative at Capilano College is developing and implementing plans to make the campus environment physically and psychologically safe for all women and men. Participation in these programs is free, but you need to pre-register by calling the Counselling Department at 984-1744. Check the insert in this issue of the *Informer* for dates and times, and take the initiative to make your campus a safer place.



"Hands Off" Personal Safety for Women - Seminar and Workshop "Escape and Get Away Safely"

Widely proclaimed as the most effective self-protection program available to the public!

- Learn:
- * how your natural instincts, intuition and fears can help you avoid dangerous situations
 - * what to say and do, and what not to say and do, when confronted by anyone who is out to do you harm
 - * simple techniques to escape from various holds that may be used against you
 - * last resort disabling moves, allowing you to escape and get away safely
 - * what and how to teach your children about the techniques you'll learn

"Street Smart" Self Defense

DarkStar Martial Arts Inc. present a series of self defense courses which incorporate practical survival skills, concepts and techniques that promote a safer environment in which to learn and live.

The "Street Smart" Seminar consists of *three parts*. Participants must take all three to complete the course. (For women and men.)

- * Develop the confidence to turn a confrontation into a controlled situation.

Assertiveness Training for Women

Do you have trouble dealing with difficult people or saying "No"? Come to a two-hour workshop to help you learn how to speak your mind and communicate positively and effectively with workshop leaders Susan Mitchell, Capilano College Counsellor and Janet Kee, Sexual Harassment Policy Advisor.

Conflict Resolution Workshop

A two hour skills workshop with Gerrie Waugh, Capilano College instructor and Registered Psychologist.

- * Improve working or personal relationships and handle criticism.
- * Focus on the issue in difficult conversations.
- * Manage conflict when you are angry or overwhelmed and time and energy are short.
- * Share strategies for coping with conflict.

Educational Workshop on Dating Violence (For Women)

Discuss, in a supportive and confidential environment, the whys and hows of emotional, sexual and physical abuse, how to respond assertively, and where help is available. Group is led by Susan Mitchell and Janet Kee.

"Unlearning Homophobia"

Address your fears and misconceptions about homosexuality in a safe group discussion format facilitated by barbara findlay, lawyer.

"Don't drive on slick tires"

A practical workshop for all students with disabilities who wish to explore campus safety, personal security, and emergency evacuation procedures. Presented by: Disability Support Services, Jolene Bordewick.

Skills Now!
Free Workshops

Safer Campus Initiative
For all Capilano College Students and Employees.

Friday, Feb.16	9:00 am - 12 noon	Multipurpose room, Sportsplex
Tuesday, Feb.27	9:00 am - 12 noon	Multipurpose room, Sportsplex
Friday, Mar.15	9:00 am - 12 noon	Multipurpose room, Sportsplex
Tuesday, Mar.19	9:00 am - 12 noon	Multipurpose room, Sportsplex

Three Wednesday Evenings

Feb.21, 28, Mar.6 7:00 - 9:00 p.m. P building, P101

Three Saturdays Mornings

Feb. 17, 24, Mar.2 10:00 - 12:00 noon Cedar building, CE136
Mar. 16, 23, 30 10:00 - 12:00 noon Cedar building, CE136

Tuesday, Feb.13 12:30 - 2:30 p.m. M building, M101

Tuesday, Feb.29 12:30 - 2:30 p.m. Fir building, FR203
Thursday, Mar.7 12:30 - 2:30 p.m. Fir building, FR203
Thursday, Mar.14 12:30 - 2:30 p.m. Fir building, FR203
Thursday, Mar.28 12:30 - 2:30 p.m. Fir building, FR203

Tuesday, Feb. 27 12:30 - 2:30 p.m. M101

Saturday, Mar. 9 9:30 - 12:30 P building, P101

Thursday, Mar. 7 12:30 - 2:00 p.m. P building, P101



To register for the above courses or for more information, please call the Counselling department at 984-1744.

Look for our Safer Campus display on March 7, 1996.
International Women's Day

Safer Campus Initiative

Twenty-three post-secondary institutions in British Columbia are developing and implementing plans to ensure that their environments are psychologically and physically safe for all women and men.

Focus areas:

- * violence prevention for all people, concentrating on those most at risk;
- * prevention and awareness of date acquaintance rape;
- * recognition and prevention of discrimination, harassment and sexual harassment;
- * physical safety measures on campuses